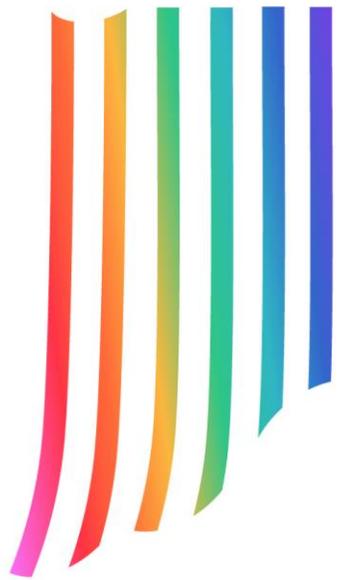




**46TH ANNUAL INDIANA
CONSORTIUM
of
STATE AND LOCAL HUMAN RIGHTS
AGENCIES CONFERENCE**

PRESENTED *by:*





Indy
Pride

LGBTQ+ Communities & The Workplace

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Executive Director
Pronouns: he/him/his**



Ground Rules

- Respect
- E.L.M.O.
- Meet Folks in the Process
- One Diva, One Mic

LGBTQ+

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/Questioning

“Preferred” Pronouns

		Nominative (subject)	Objective (object)	Possessive Determiner	Possessive Pronoun	Reflexive
		Traditional Pronouns				
Masculine	He	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	This is <i>his</i>	He likes <i>himself</i>
Feminine	She	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	This is <i>hers</i>	She likes <i>herself</i>
Gender Neutral	They	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>

A Few Key Words

- Ally
- Asexual
- Assigned Sex
- Cisgender
- Closeted
- Coming Out
- Gender
- Gender Binary
- Gender Identity
- Genderqueer
- Heterosexism
- Homophobia
- Intersectionality
- Intersex
- Outing
- Pansexual
- Queer
- Transgender

GENDER MODELS

Traditional Gender Model

Biological Sex:

*Hormones, genitalia
secondary sex
characteristics*

Male

Female



Gender Identity

Man

Woman



Gender Expression

*Dress, posture,
roles, identity*

Masculine

Feminine



Sexual Orientation

**Attracted
to women**

**Attracted
to men**

Revolutionary Gender Model

Biological Sex:

*Hormones, genitalia
secondary sex
characteristics*

Female

Male

Intersex

Gender Identity

Woman

"I am a...":

Man

Genderqueer etc

Gender Expression

Feminine

*Dress, posture,
roles, identity*

Masculine

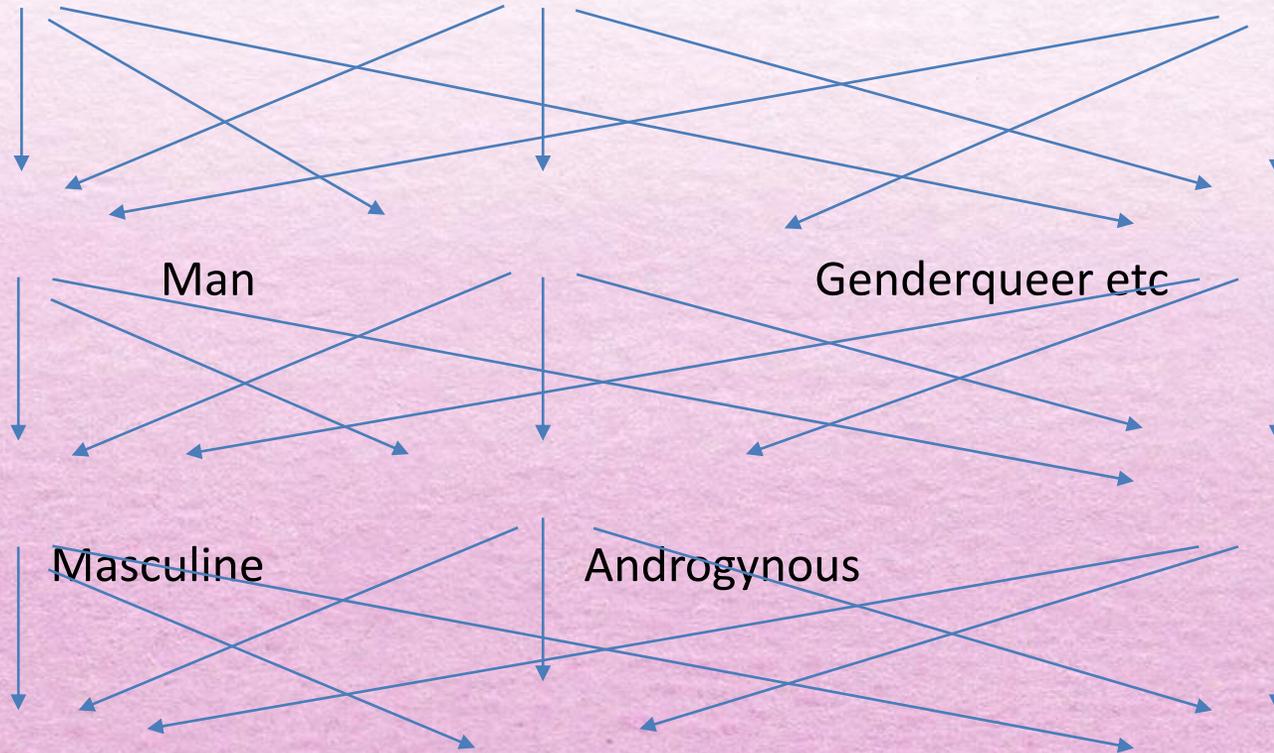
Androgynous

Sexual Orientation

*Attracted to:
BI/Pan/Fluid*

Women

Men



LANGUAGE

- Homosexual
- Transsexual
- Hermaphrodite
- Frigid/Low Sex Drive
- Friend
- Choice/Preference
- Lifestyle
- Special Rights
- Queer
- LGBTQ
- Transgender
- Intersex
- Asexual
- Partner
- Orientation/Identity
- Life
- Equal Rights
- Queer

INSTITUTIONAL MISTRUST

- LGBTQ people do not feel comfortable in the institutions designed to help
- Historic oppression by governments, companies, society still leave scars
- “Coming out” is an exercise in trust

What situations could make a person
who identifies as LGBTQ+
uncomfortable or feel unsafe at work?

Real Life Issues

- A manager gave an employee the afternoon off and insisted she watch a video on “healing from homosexuality”
- An person who identifies as LGBTQ+ feels unsafe because a co-worker displays a “Make America Great Again” sign
- An employee casually tells their co-workers that another employee is gay without his consent
- A transgender employee using the restroom which matches their gender identity, a co-workers complains
- A newly married gay man adds his husband to insurance, but the benefits director insists he fills out a form declaring he is in a domestic partnership

What situations could make a person
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Human Rights Campaign Corporate Equality Index

Founded in 2002,

The number of employers rated from the first CEI to the present has expanded from 319 to 947, encompassing all major industry sectors and a global impact on 553 international employers. Originally 13 companies qualified for a 100 rating. In 2018, it was 609.

The criteria for rating in the CEI:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Internal education and accountability metrics to promote LGBTQ inclusion competency; and,
- Public commitment to LGBTQ equality.



Employee Resource Groups

Employee Resource Groups

- **Bring together LGBTQ+ Employees & Allies**
- **Create a forum for discussion, advancement, and community**
- **Employee Recruitment and Retention**
- **Build programs which create a safe environment for employees**
- **Support local community groups**
- **Honest evaluation of inclusivity practices**

BEING AN ALLY

Being an Ally

- Educate yourself.
- Assume that making mistakes is part of the learning process of being an effective ally.
- Use appropriate language. Learn new terms as language and terminology evolve.
- Confront inappropriate language and behaviors.
- Take responsibility for equalizing power.
- Ask questions and accept feedback.
- Appreciate the risk people who are LGBTQ+ take in coming out.
- Regard people who are LGBTQ+ as whole human beings.
- Continue to work on your level of acceptance.
- Openly and honestly express your feelings.

QUESTIONS?

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